



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

The Search for a Leader

Presidential Search Committee

Co-Chair Wendy Murphy

Co-Chair Randy Ramsey

The Process

**Educating
stakeholders and the
public on
the roles
of the
President**

**Defining
essential
qualities**

**Establishin
g Position
Profile**

**Release
Job
Announce
ment**

**Recruitme
nt of
Candidates**

**Evaluation
of
application
s**

Interviews

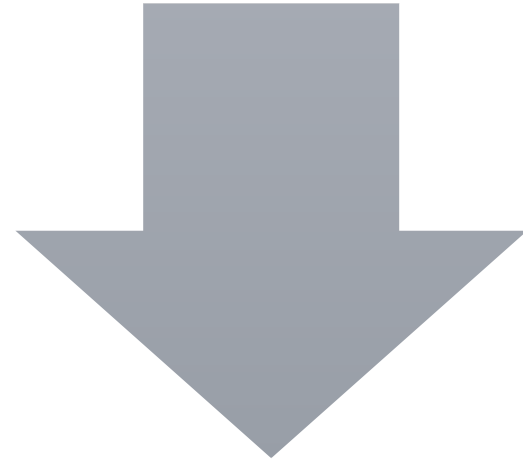
**Search
Committee
Vote**

**Submissio
n of
candidates
to
Presidenti
al
Assesment
and
Advisosry
Committe**

**Submissio
n to full
BOG**

**Final BOG
Vote**

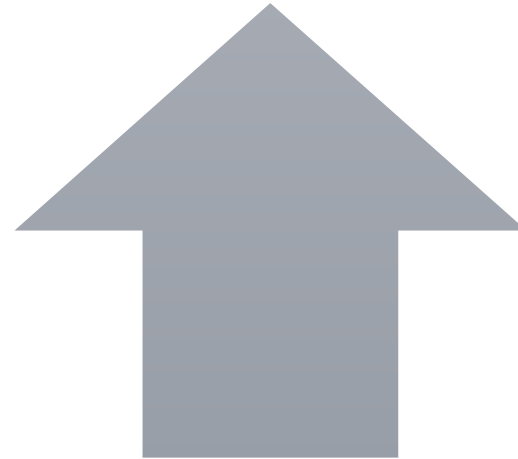
**President
Start Date**



**Transpare
ncy**



**Confidenti
ality**



Balancing Stakeholder Involvement and Candidate Confidentiality

Educating stakeholders and the public on the roles of the President

Defining essential qualities

Establishing Position Profile

Release Job Announcement

Recruitment of Candidates

Evaluation of applications

Search Committee Interviews

Search Committee Vote

Submission of candidates to Presidential Assessment and Advisory Committee

Submission to full BOG

Final BOG Vote

President Start Date

Stakeholder Engagement

Educating, Defining, and Recruiting

Board of
Governors

Boards of
Trustees

Chancellors

Faculty

Staff

Students

Alumni

Business
Community

Military

K-12
Educators

Community
Colleges

Healthcare

Minority and
Underserved
Communities

Educational
Advocacy
Groups

Agriculture/
Cooperative
Extensions

Parents of K-
12 students

Civic
Organization
s

Elected
Officials

General
Public

Educating stakeholders on the roles and responsibilities of the President in addition to the priorities set out in The Strategic Plan that the President will be expected to carry out.

Educating

Website

Informational
Flyer

Informational
Meetings

PRESIDENTIAL SEARCH

THE SEARCH FOR A LEADER

THE SEARCH FOR A LEADER

The Presidential Search Committee is dedicated to seeking and finding ideal candidates to serve as the President of the University of North Carolina System. The UNC System impacts the lives of practically all North Carolinians, and the ideal leader will represent the needs of all North Carolinians. To that end, this website will serve as a way to update the public, report on progress, solicit feedback, and recruit candidates.

A MESSAGE FROM THE PRESIDENTIAL SEARCH COMMITTEE CHAIRS

The Presidential Search Committee has initiated a process to identify and evaluate candidates to serve as the next president of the UNC System. We are searching for a true leader. The UNC President will lead the 17-campus system and numerous other critical programs and facilities--critical programs and facilities that not only impact our great state but even more broadly our nation and world. For this reason, the UNC System deserves nothing less than the finest leader. With your help, we will find that leader.

The Search for a Leader

What does leading the UNC System mean?

The UNC System's presidential role and responsibilities are outlined in statute and Code.

It means the president of the University of North Carolina shall be the chief administrative and executive officer of the University.

The chief administrative and executive officer of a 17-campus system as well as the UNC Center for Public Television, the UNC Health Care System, the cooperative extension and research services, area health education centers, and countless other programs and facilities. The UNC System serves nearly 250,000 students and delivers an annual economic impact of more than \$27.9 billion.

It means the president shall have complete authority to manage the affairs and execute the policies of the University of North Carolina and its constituent institutions, subject to the direction and control of the Board of Governors and the provisions of the Code and Policies of the University.

The UNC System operates under a system of shared governance designed to preserve the unique identity and mission of each constituent institution, led by a chancellor and overseen by a board of trustees, while providing for statewide coordination under the authority of the president and the Board of Governors.

It means the president shall personally represent before the state, the region, and the nation the ideals and the spirit of the University of North Carolina.

The president shall carry out the unanimously adopted Strategic Plan.

It means as the chief executive, the president shall be the official administrative spokesperson for and the interpreter of the University to the alumni and alumnae as a whole, the news media, the educational world, and the general public.

The president communicates the work and vision of the entire UNC System to the communities the entire System serves.

It means the president shall be responsible for the presentation and interpretation of all University policies, recommendations, and requests to the General Assembly, the governor, state officers and commissions, and the federal government.

The president is responsible for communicating the policies and needs of the University and working to ensure those needs are met.

The President Carries Out The Strategic Plan:

The Strategic Plan is a unanimously passed five-year plan that sets a series of well-defined, measurable goals in five key areas—Access, Student Success, Affordability and Efficiency, Economic Impact and Community Engagement, and Excellent and Diverse Institutions.

These are the priorities of the University and the priorities for the next president:

1. Access

Goal: Increase Access to Success: Enrollments and degree recipients will more closely reflect the demographics and growth rate of the state by 2021-2022.

Goal: Improve the Transition from K-12 to College: Improve student transitions from high school to college and community college into University through better alignment of K-12, community college, and University policies, practices, and standards.

2. Student Success

Goal: All Useful Learning: Provide all students with outstanding academic and experiential learning opportunities to acquire "all useful learning" needed to be responsible citizens, productive members of the workplace, and life-long learners in a global environment.

Goal: Improve Timely Degree Completion while Reducing Achievement Gaps: Improve timely degree completion for all and be the nation's leader in degree completion by groups with disproportionate achievement gaps.

3. Affordability and Efficiency

Goal: Affordability: Offer education of equal or higher quality than currently provided at a cost that is both consistent with the State constitution and attainable to students and families in North Carolina.

Goal: Efficiency: Pursue and utilize increased operational and financial flexibility for the benefit of the educational, research, and public service missions of the University.

4. Economic Impact and Community Engagement

Goal: Critical Workforces: While maintaining excellence in the delivery of a foundational liberal arts education, increase the number of high quality credentials awarded in health sciences, STEM, K-12 education, and other emerging regional workforce needs.

Goal: Research Productivity: Strive for continuous improvement in research and scholarship, collaboration with UNC institutions and outside entities, and effective commercialization of technologies.

Goal: Community Engagement: Increase investment of time and resources in strengthening North Carolina communities.

5. Excellent and Diverse Institutions

Goal: Areas of Distinction: Strengthen the reputation and accomplishments of the University by having each constituent institution identify mission-focused academic "areas of distinction" and achieve significant regional and national recognition within those areas by 2021-2022.

Goal: Human Capital: The University will systematically focus on recruitment, retention, and development of the most talented and diverse workforce possible at all levels.

PRESIDENTIAL SEARCH

THE SEARCH FOR A LEADER

**WOULD YOU LIKE SOMEONE TO SPEAK TO YOUR GROUP ABOUT
THE PROCESS AND HOW YOU CAN BE INVOLVED?**

Provide your information here.

Defining the essential
qualities of the ideal leader of
the UNC System.

Defining

Survey

Listening
g

Sessions

The President of the University of North Carolina shall be the chief administrative and executive officer of the University.

The chief administrative and executive officer of a 17-campus system as well as the UNC Center for Public Television, the UNC Health Care System, the cooperative extension and research services, area health education centers, and countless other programs and facilities.

Please rank the following qualities from 1-8 with 1 being the most essential quality to perform this role and 8 being the least essential quality to performing this role. (Drag and drop each statement to place it in the desired order.)

- ☐ Able to drive innovation and positive change in a large, complex organization.
- ☐ Able to bring together a broad array of constituencies.
- ☐ Able to build relationships and work constructively across multiple sectors and stakeholder groups.
- ☐ Able to skillfully manage a large, complex budget.
- ☐ Able to build, develop, and maintain a high-functioning leadership team.
- ☐ Able to maintain and build upon the high quality and stature of the UNC System, all of its institutions and its programs.
- ☐ Able to build support and enthusiasm for the UNC System's core mission of teaching, basic and applied research, and public service.
- ☐ Ability to balance management and vision.

**What would
attract
candidates to be
the Leader of
the UNC
System???**

**What essential qualities
does our leader need to
accomplish the roles of the
President???**



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

**The Search for a
Leader:
We need your
help.**

**What are
the
weaknesses
and
challenges
of the UNC
System???**

Recruiting the very best
candidates to lead our System.

Recruiting

Website

Position
Profile
Distribution

PRESIDENTIAL SEARCH

THE SEARCH FOR A LEADER

HELP US RECRUIT THE BEST CANDIDATES.

Tell us what you think are the greatest strengths and opportunities of the UNC System. [Tell us here.](#)

DO YOU KNOW SOMEONE THAT FITS THE POSITION PROFILE OF OUR LEADER?

[Tell us here.](#)

Position Profile

- ❖ Summarize the mission of the UNC System and highlight accomplishments.
- ❖ Provide the Strategic Plan goals through 2022.
- ❖ Provide the roles of the President and the essential qualities to perform those roles.

We've already started:

